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OBSERVATIONS FROM STATISTICS ON THE  
DDA CAREER SERVICE AND ITS CAREER SUB-GROUPS  
FY 1974 and FY 1975

A. The DDA Career Service

During this period the increase in the average grades of DDA Career Service positions and personnel was significantly less than the increase in the average grade of Agency positions and personnel overall and far less than such increased in the DDI and DDS&T Career Services. (See Tab A1) Nonetheless, the pattern of the average grade of DDA careerists overall has been appreciably lower than the average grade of DDA Career Service positions.

There are significantly fewer DDA careerists on duty in grades GS-09 and above than are required by the number of M designated positions in that grade range; and, there are significantly more DDA careerists on duty than are required in grades GS-08 and below (see Tab A2).

This mismatch of personnel resources and requirements seems quite out of order in the light of current limitations on DDA personnel resources overall.

B. The Training Career Sub-Group

The average grades of both MT positions and MT careerists exceed the average grades of positions and employees in other career sub-groups of the DDA Career Service. (See Tab B1)

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The very high average grade of MT positions is influenced to a large extent by the inclusion of [REDACTED] high graded positions which are encumbered continuously by non MT careerists on rotational assignment to OTR.

Such positions should be assigned designations of the Career Services which man them since the MT Career Sub-Group includes no employees to fill these positions and has no plan to recruit or develop such resources.

C. The Security Career Sub-Group

The average grade of MS positions and careerists are closely related and are second highest among Career Sub-Groups in the DDA Career Service. (See Tab C1)

ILLEGIB The close relationship between the grades of positions and employees in the Security Career Service is apparently the result of the long established management style of that Service which has continuously and consciously "used" the headroom available to members of that Career Sub-Group. This practice seems wise in times of limited personnel resources.

D. The Finance Career Sub-Group

The average grade of MF positions and personnel is third highest among those of Career Sub-Groups in the DDA Career Service. (See Tab D1)

Although there has been a significant increase in the average grade of MF positions during the last two years, the average grade of MF careerists has changed little.

The discrepancies of grades between MF positions and MF employees is greater than would seem reasonable in so small a Career Sub-Group with limited personnel resources.

F. The Personnel Career Sub-Group

1. There has been very little change in the average grade of positions or employees which are both next to the lowest among those of Career Sub-Groups in the DDA Career Service. (See Tab F1)

2. The discrepancies between the average grade of positions and employees in the Personnel Career Service is much greater than would seem reasonable in so small a Career Sub-Group faced with restricted personnel resources. This discrepancy seems to reflect continuation of an out-dated managerial style which is out of place in present circumstances.